

Written Testimony of
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Before the Education Committee
SB 455 AAC Minority Teacher Recruitment and Retention
March 14, 2018

Good afternoon, Senators Slossberg and Boucher, Representatives Fleischmann and Lavielle, and members of the Education Committee. My name is Marta Diez, and I am a 35 year Latina teacher at the CREC Schools.

- Research supports all the benefits, including student achievement, of having a diverse teaching force. What it does not support is that lowering the standards for teachers of color will result in the same gains.
- Teaching is an art a science. Valuing only the art and not valuing the pedagogy behind the science is an incredible gamble and who wants to gamble with the education of CT students.
- Foundations of Reading is not a biased test. Is a test on the content and pedagogy of reading instruction. I was on the committee that selected the test and furthermore I had to take the test. Are we saying that the CCT is no longer valid and the early identification of reading problems is not encouraged?
- This bill is basing:
 - Support in evaluation system, not supported by SDE, therefore the lack of accountability from district to district.
 - Professional development, with the cutting of funds, guess what goes first PD, There is no quality control for PD
 - The bill proposes a provisional certificate, the second tier instead of an initial certificate. Induction program, is also on the chopping block, therefore you cannot guarantee that these teachers are going to receive some support, for all you know they are being set up for failure.
 - Not to mention the unintended consequences, after all you are saying that we teachers of color are incapable of achieving at the same level of our mainstream counterparts. I find this appalling.
- It is easy to criticize. It is super hard to find minority teachers, in the last four years...
 - The pipeline is minimal ~ Minority Teacher recruitment comm. experience
 - TEACH FOR CREC
- Conclusion, Degrees and test scores do not guarantee effectiveness but it guarantees preparation. How many people would go to see a physician that did not go to medical school? Think about it!